

**MINUTES OF THE PATERSON BOARD OF EDUCATION
WORKSHOP MEETING**

April 6, 2022 – 6:00 p.m.
Remote - Zoom

Presiding: Comm. Kenneth Simmons, President

Present:

Ms. Eileen F. Shafer, Superintendent of Schools
Ms. Susana Peron, Deputy Superintendent
Khalifah Shabazz-Charles, Esq., General Counsel
Boris Zaydel, Esq., Board Counsel

Comm. Vincent Arrington
Comm. Emanuel Capers
Comm. Jonathan Hodges

Comm. Dania Martinez
Comm. Manuel Martinez
Comm. Nakima Redmon, Vice President

Absent:

Comm. Oshin Castillo-Cruz
Comm. Corey Teague

Comm. Simmons read the Open Public Meetings Act:

The New Jersey Open Public Meetings Act was enacted to insure the right of the public to have advance notice of, and to attend the meetings of the Paterson Public School District, as well as other public bodies at which any business affecting the interest of the public is discussed or acted upon.

In accordance with the provisions of this law, the Paterson Public School District has caused adequate and electronic notice of this meeting:

**Workshop Meeting
April 6, 2022 at 6:00 p.m.
Virtual
90 Delaware Avenue
Paterson, New Jersey**

to be published by having the date, time and place posted in the office of the City Clerk of the City of Paterson, at the entrance of the Paterson Public School offices, on the district's website, and by sending notice of the meeting to the Arab Voice, El Diario, the Italian Voice, the North Jersey Herald & News, and The Record.

PRESENTATIONS AND COMMUNICATIONS

Paterson Healing Collective After School Program

Ms. Shafer: Good evening, Board Commissioners, staff, and Paterson community. Tonight, we have with us the Paterson Healing Collective After School Program. I'm going to turn it over to Mr. Casey Melvin and Dr. Chowdhury.

Comm. Arrington: I met Principal Cook in Paterson. I visited that program and it's incredible what they're doing over there. That's a great program to model. Any age student from fifth to twelfth grade is welcome to come to this program.

Mr. Melvin: Yes.

Ms. Shafer: They are also partnering with recreation. School No. 6 and School No. 28 have a recreation evening center. Those students that are involved in recreation programs will also have this opportunity, as well as anyone else in those two neighborhoods who want to come and participate.

Comm. Arrington: I think it's a great idea. We run the Omega Teens Program out of School No. 20 twice a week also. Anything to prevent violence and help the students is awesome.

Ms. Shafer: Yes.

Comm. Simmons: Does any other Commissioner have any questions? Thank you for the presentation. When are you looking to start?

Dr. Chowdhury: Hopefully with your support we were thinking about launching on April 28. That gives us a good amount of time to plan with the district and get us prepared to advertise the program to the community. We want to do a big launch at School No. 28. We've done a lot of work in that area in the first ward in terms of peace. We're already talking to those young folks out there. They're excited and we definitely want to do a really nice launch for that community so they can see from the Towers to North Main that this is a healing space for them to really come together and have these conversations about trauma.

Ms. Shafer: We're ready. We were working today with additional security. Because it is in collaboration with recreation, the sites are already open. They're already being used. We have custodial staff there because of the recreation program.

Comm. M. Martinez: The custodial and security needs they're requesting are already taken care of?

Ms. Shafer: Right. The custodial is already there for the recreation program. We're going to add some additional security.

Comm. M. Martinez: Excellent. We appreciate it. Thank you.

Comm. Simmons: If there are no other questions we can move forward. We look forward to working with the Healing Collective.

Ms. Shafer: Thank you, Dr. Chowdhury and Casey.

Strategic Plan Update

Ms. Shafer: As the Board and the community know, we have a five-year strategic plan that ran from 2019 to the completion of 2024. When we developed this plan, it was with the involvement of all our stakeholders, and we had four goals with objectives. Tonight, is our midway report as to where we are. We're in the middle of the five-year strategic plan. It will be a long presentation because there was a lot of work that went into what

has happened to address the strategic plan. I would just ask that you hold your questions to the end. We're going to go as quickly as possible and then be able to take all the questions. I want to thank in advance everyone who is on tonight and all of those who participated in putting this report together and all the activities that we have participated in during this period of time with the strategic plan. At this time, I'm going to turn it over to Ms. Rodriguez to put the PowerPoint up and we'll move right into the presentation.

Ms. Joanna Tsimpedes: Good evening, Commissioners. Goal #1 is focused around teaching and learning. As we know in academics, it's what makes a district go around. I wanted to pay specific attention to the goal. It's to create a student-centered learning environment to prepare students for career, college readiness, and lifelong learning. Part of the objective here is to truly create an environment for lifelong learning and a curriculum that is aligned to the state standards. It's also purposeful to integrate the arts into all areas of learning and expose our students to utilizing innovative activities and our partnerships, taking into account the various learning styles our students have in order to educate them. We also ensure that we have real world experiences for our students, and this is via internships and independent studies. We're going to continue to see that grow as part of high school restructuring with our pathways. Another major focus because of the pandemic is to increase the technological resources for teachers and students so that we are preparing them to be future ready leaders. Under teaching and learning most of the Board resolutions that come forth are centered around curriculum. The curriculum is aligned to the state standards. We ensure that when we do bring forth the Board approvals, that we are inclusive of the different mandates that come through the ropes, such as the Amistad, the Holocaust, and LGBTQ+. We also have a new one that was just approved, which was the Asian American Pacific Islander, which will need to be included for upcoming revisions. You'll see them come forth in the summer. We also ensure that our curriculum affords our students the opportunity to prepare them for future college and career readiness. We also ensure that the resources that we include in our curriculum are updated to reflect trends as well as student needs and provide them diversity. Part of the curriculum has ELA, math, science, social studies, and physical education. We also ensure that we expose our students to world languages, computer science, programmatic pathways, our career readiness life literacy and key skills, as well as that mandated curriculum I just spoke about. For financial literacy, the state mandate is for grades 6-8. We take it from k-12. And there's the civics for our students to understand government at the middle school level. Part of the objective under teaching and learning is aligned to assessments and ensuring that we're exposing our students to rigorous assessments aligned to the curriculum. We have assessments built in within our intervention platforms, such as Imagine Math, ISIP for Istation, and Achieve 3000. We also have midyear and end-of-year assessments that are created in-house and our GOLD for our preschool. We also afford our students additional assessments to assist them with college readiness, the SAT/PSAT, ASVAB exams, Accuplacer, and so forth. We also have the required assessments from the NJDOE that we administer and we're going to be administering within the next two weeks. We're going to start on the 25th the NJSLA. We just administered the new assessment that came down the pike. The NJGPS is the new grade 11 state proficiency assessment for our class of 2023 graduates, as well as Access, NAEP and DLM for our special education students. We also have the opportunity under teaching and learning to provide intervention platforms and resources. Many of you are familiar with the Imagine Math, ALEKS, Istation. We were able to bring in this year Newsela for social studies and science as an additional resource in the classroom. We have Mystery Science, Pivot Interactives, and Defined STEM as part of our project-based learning for our students. We also have our FOSS Science Resources. We've also brought in Naviance down to the middle school level,

HIBstervention, as well as monitoring our harassment, intimidation, and bullying cases. Going Merry affords our students opportunities for college. Professional development is key under teaching and learning. We need to ensure that we're continuing to reinforce skill sets and teach our staff new skill sets that they need in order to be successful in the classroom. We've had in the past coaching and leadership, HIBstervention, Kami Tools for Instruction, Istation, Using Achieve 3000, Equity in Leadership, which is a main focus this year. Our leadership team inclusive of cabinet is participating in it. We've had trainings for teachers with the new computer software programs to assist while we were in remote learning, as well as ensure that our teachers are continuing to utilize blended instruction in the classroom as we continue to move forward with meeting the needs of students on all levels. For the visual and performing arts, we have Quaver Music and Art of Education, to provide additional resources to our arts and music teachers. Our district participates with a lot of community sponsors to accelerate our partnerships and student experiences in the district. We have the 21st Century Learning grant, City Green, FAFSA Finish Line partnership, which started a few years back with United Way. We have our Hackensack School of Medicine which started at the onset of the pandemic two years ago. They have been a viable partner with us the last two years and continue to grow. We have Jazz House Kids, which you are familiar with from seeing them interacting at the Senator Frank Lautenberg School this year. We have a partnership with Montclair State, New Jersey Audubon, and the New Jersey Symphony Orchestra. We've also had long-lasting partnerships with PEF, the Paterson Museum, Passaic County Community College at the Passaic County theater, St. Joseph's, who's played a monumental role with the pandemic, Seton Hall, Sharon Miller, and VH1 Save the Music. We also have 22 providers in early childhood that assist us with educating our preschoolers across the district. Every year we bring this to the Board for approval when we put in the budget. The fun activities that happen in academics allow the students to participate and showcase their talents when it comes to different competitions across the district. Unfortunately, because of the pandemic during the last two years we were not able to afford our students these opportunities. But we look forward to going back to them in the future, such as Math Olympiad, Spelling Bee, Quiz Bowl, Mock Trial, and National History Day. We've had robotics club competitions this year, DECA and Winter for Kids. I just wanted to make a note that in order for all these things to occur there obviously is a financial cost that goes to this. The Department of Academics work closely with the Business Department to ensure that funding is appropriated so that we can continue to offer, grow, and expand these activities to our students so we can offer them on a wider range to all the schools in the district. This isn't just done under academic services, but in conjunction with the various stakeholders in the community so that we can move forward with teaching and learning.

Mr. Neil Mapp: Good evening, Commissioners. Goal area #2 is for facilities. The goal statement is to enhance and maximize learning opportunities provided by first-class facilities and technological improvements that prepare students for 21st Century learning. There were five objectives to this goal area. The first was to address facility issues that impact student achievement by including this in the five-year long-range facilities plan. I'd like to start off by saying that we have submitted that long-range facilities plan. It's the first phase of that submission. It's been approved by the New Jersey Department of Education. That first phase confirms the building inventory programming and enrollment throughout our district. It also lists potential capital projects that will be achieved in the next five years. With the advent of the new funding that we've received from the state and ESSER III, we will be amending that project list accordingly. The second phase of the long-range facilities plan will be to involve stakeholders and gather their recommendations on what should be included as a major amendment to the plan for our five-year goals for facilities. One of the goals was the

implementation of a middle school model throughout the district. We're in the process of doing that and that recommendation will be presented to the community and the Board in the near future. We have three charrettes involving all of our stakeholders that will be taking place in the upcoming months. We have satisfied some of our long-range facility goals at this point by the opening of the new Joseph A. Taub Middle School. Every teacher and student have their own digital device. We have project labs, art rooms, and science labs for all grade levels. There are three floors and each one has a particular grade. Each grade level has those particular program elements. We also relocated two educational programs. HARP went from Colt Street to Paterson Catholic and Young Men's Leadership Academy moved from St. Paul's to 45 Smith Street. This provides improved program spaces so these programs can have access to better and more educationally adequate spaces. The other benefit for moving those two programs was that we now reduced the amount of facilities that the district is leasing. Part of our objective also is to impact student achievement and included in that effort was to provide better facilities for our students. We're doing so through high school restructuring. We're adding vocational programming and standardizing program lab spaces throughout our high schools in the district. At Paterson Catholic, we're looking at updating five science class labs, one dental lab, and one medical lab. At Eastside High School, we're doing cosmetology labs, automotive shop, and renovating seven science labs. At John F. Kennedy, we're doing construction trades, a stock exchange room, and updating their science labs to the district standard. There are major capital improvements that have been done throughout the district enhancing the learning opportunities for our students by creating safer environments. We've placed new roofs in a number of schools totaling well over \$3 million worth of work. We've placed new boilers. New windows are scheduled at School No. 2 this summer. Playground equipment was installed at several other locations. The next slide is just a picture of Joseph A. Taub. It's a 158,178 square-foot facility with a maximum student capacity of 1,100 students. That's a huge win for the district. Here are some of the educational components at Joseph A. Taub. There's a cafetorium that also features a dance studio on the stage with theatrical lighting and sound. It's a theater capacity of 1,100 persons. We have a media center and up-to-date lavatories with touchless faucets and hand dryers. There are computer rooms and project labs on each floor. The typical classroom feature desks that have adjustable heights where you can either sit at the desk or stand at the work surface. The seating is flexible. You can sit three or four different ways on that seat. It also comes with a carrier for the books and coats. At YMLA we opened at 45 Smith Street after significant renovations took place at that location. On October 1, we installed new boilers, updated the landscaping, put in LED lighting, air conditioners, air scrubbers, air purifiers, and all the COVID-19 mitigation equipment needed for that school was installed. You can see some of the spaces on the next slide that were renovated to a brighter, safer, and cleaner environment for our students. Objective #1 also addressed major capital projects to improve the educational milieu. The Department of Early Childhood funded major renovations at the Anna Landoli Early Learning Center where we were able to replace their fire escape that was pretty much dilapidated. They replaced the retaining wall between our neighbor and the school. We're installing a new playground structure, a new sidewalk alongside the building, play surface, and we are relocating the steps that bifurcate the playground now to the edge of the site, providing more playground space and floor space for the students there. At John F. Kennedy, we're looking at a \$500,000 repaving project over the spring break, which is half of their parking lot. We've retrofitted all the roofs at John F. Kennedy. We're renovating the greenhouse there and added solar arrays to that facility also. At Eastside High School, we'll be adding blacktop this spring break also. We're adding drainage to mitigate the flooding that's taking place on the ground floor computer room in that facility. We have also added new roofs and solar arrays at that location. Objective #2 is to monitor and hold accountable the cleaning crews tasked

with improving appearance and sidewalk appeal of our schools and grounds. The district has instituted a sector supervisor rotating second shift. Our sector supervisors are now coming in once a month to do quality control on the custodial services that we're receiving after-hours. We've also instituted monthly IAQ reports, daily chief custodian updates, building temperature checks on a daily basis. We've also put in inspection forms in bathrooms to monitor the cleaning of bathrooms and touch points. We've also acquired equipment to clean and sanitize our facilities and handheld foggers. We've gotten remote robotic cleaning equipment for large spaces like the cafetorium at Joseph A. Taub. We've spent millions of dollars in equipping every occupied space with air purifiers. We also created a grounds department and we've hired a coordinator of maintenance so we can coordinate the needs instantaneously at any location where there is an emergent problem or condition. That's been working very well. We've also instituted mandatory overtime for our maintenance and custodial employees during inclement weather. That is evident in this winter's snow and ice removal that was seamless through every event the district experienced. Objective #3 was to provide instructional areas designed and equipped with special built-in equipment for industrial arts and vocational trade learning, including but not limited to cosmetology, electrical, plumbing, etc. To that end, through our high school restructuring and opening of Joseph A. Taub, there's a list of features for the building, including an aquaponics lab, dance studios, musical and vocal rooms, theatrical lighting in the cafetorium, and a regulation size gymnasium. As part of our high school restructuring plan, we're looking at constructing a cosmetology lab at Eastside High School and a dental lab at Madison Pre-K, which is about 90% complete. At Paterson Catholic, we are including a special education program there in a number of classrooms. At 45 Smith Street, that was a complete rebuild of that building. At Rosa Parks, we're doing theatrical lighting and sound. At John F. Kennedy, we're doing construction trades. We're upgrading the science labs there and we're installing a new gym floor and bleachers. Through the ESSER III funding, we'll also be doing air conditioning for that gymnasium also. Some of the common districtwide facility upgrades occurring are new auditorium seats at School No. 10, School No. 20, School No. 5, and School No. 28. At School No. 28, it will be a full tear-out where we will do new flooring and new seats. We've also installed washers and dryers that are accessible to our students to use for their personal use at School No. 11, School No. 12, School No. 21, Eastside High School, and STARS. Objective #4 was to develop a comprehensive maintenance program geared towards long-term upkeep of all Paterson Public Schools facilities. To that end, the facilities department has hired a coordinator of maintenance. We've hired a senior manager of capital projects and energy. We're also hiring an environmental coordinator who will administer regulatory trainings, testing, and reporting data to state agencies. We've also submitted the comprehensive maintenance plan for the district. Through our maintenance and custodial departments, we have engaged multiple HVAC contractors this fiscal year to address ongoing maintenance issues. In the past, we relied on one T&M contractor. We had three HVAC vendors in the district this year tackling any ongoing issues relative to heating, ventilation, and air conditioning. We've also created a central database for work orders, regulatory data and quality control inspections. We've also instituted mandatory overtime and using outside vendors for chief custodial coverage that will be also doing quality control inspections after-hours. Objective #5 was to prioritize and align with the budget adequate resources for timely implementation. We've appointed architects and engineers of record to provide design solutions for capital and repair maintenance projects. We've also issued an RFP for design services to utilize the ESSER III federal funding that will be providing solutions to a myriad of HVAC issues throughout the district, including adding air conditioning to some of our more vulnerable populations, such as at School No. 19. We're also utilizing shared services agreements with the city